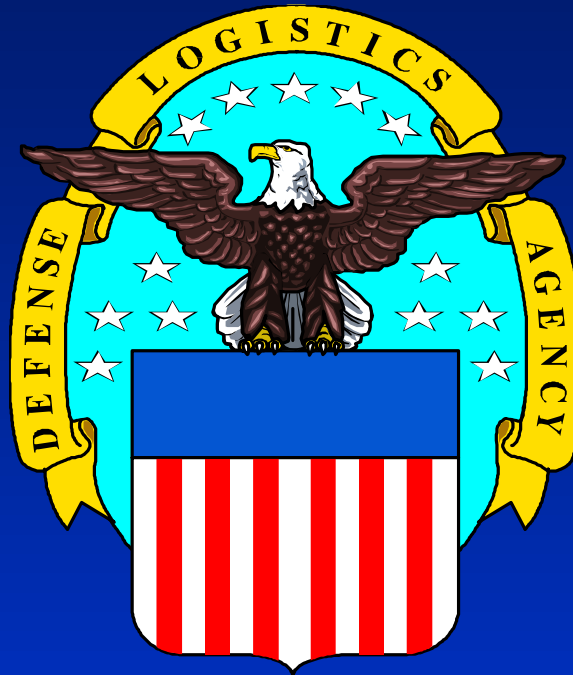


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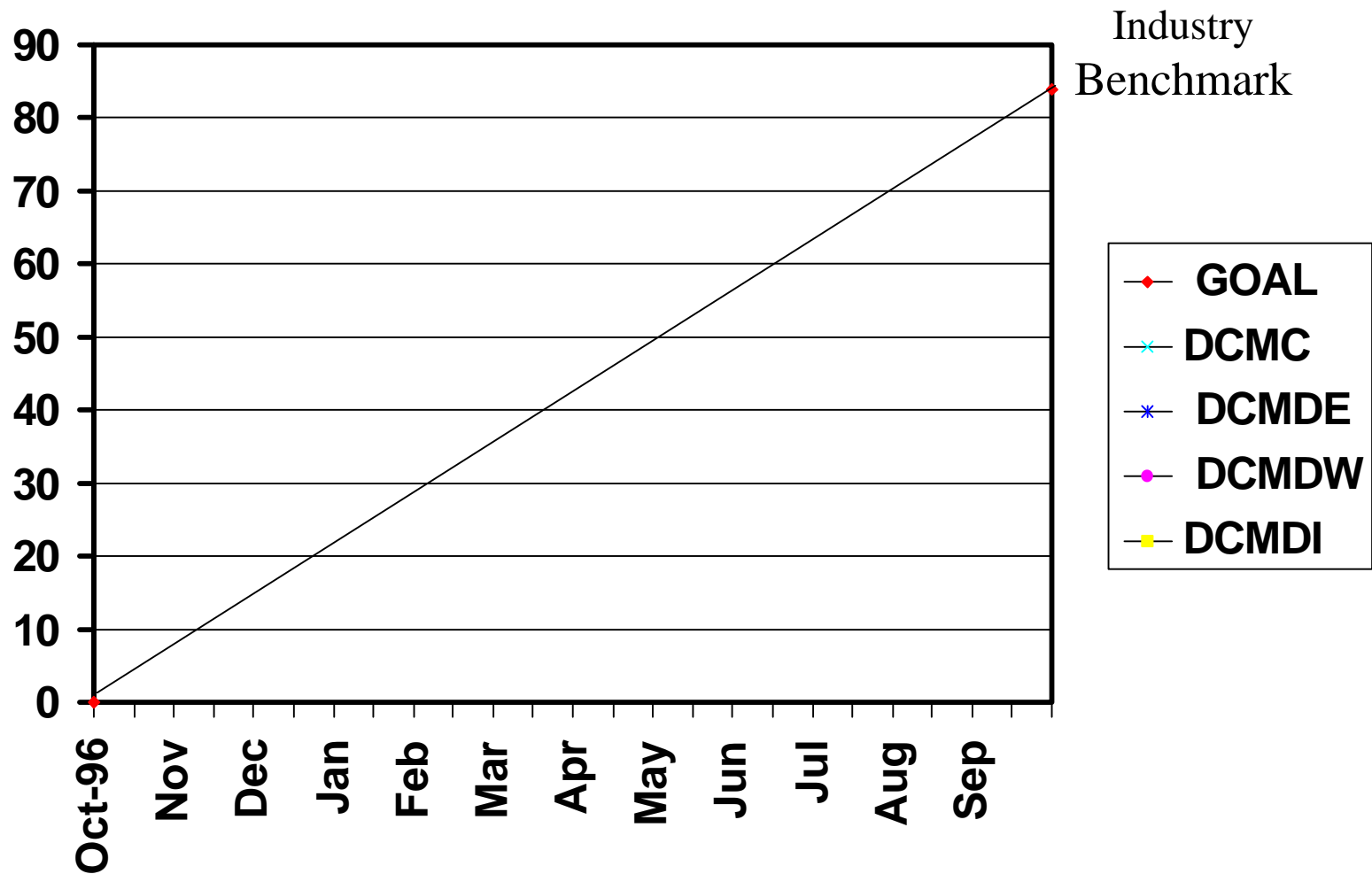


Presented by
Penny Kingsbury
HQ DCMC



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Training Hours Per Employee Per Year





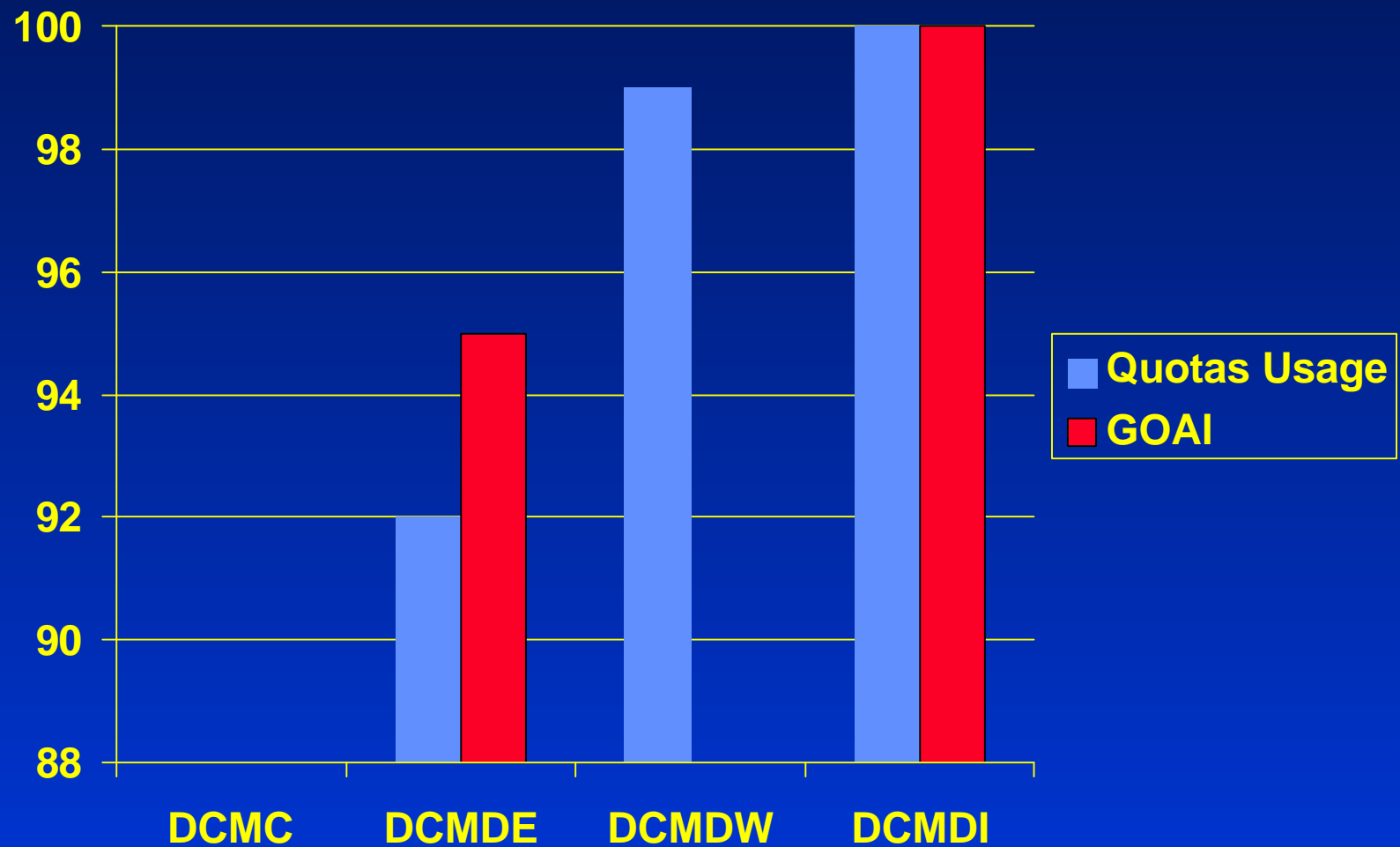
Right Talent

Training Hours Per Employee per Year As Compared to Industry Benchmark

| <i>Process Drivers</i> | <i>Relative Impact on Top Level Metric</i> | <i>Relative Degree of Influence/Control</i> |
|--|--|---|
| Budget Constraints | 10 | 4 |
| Location of Training | 3 | 7 |
| Faulty Identification in IDPs | 3 | 9 |
| Timely Class - Information | 4 | 8 |
| Cancellation Due to Mission Constraints | 3 | 7 |
| Incorrect PLAS Reporting | 3 | 9 |

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DAU Quotas Usage Percentage





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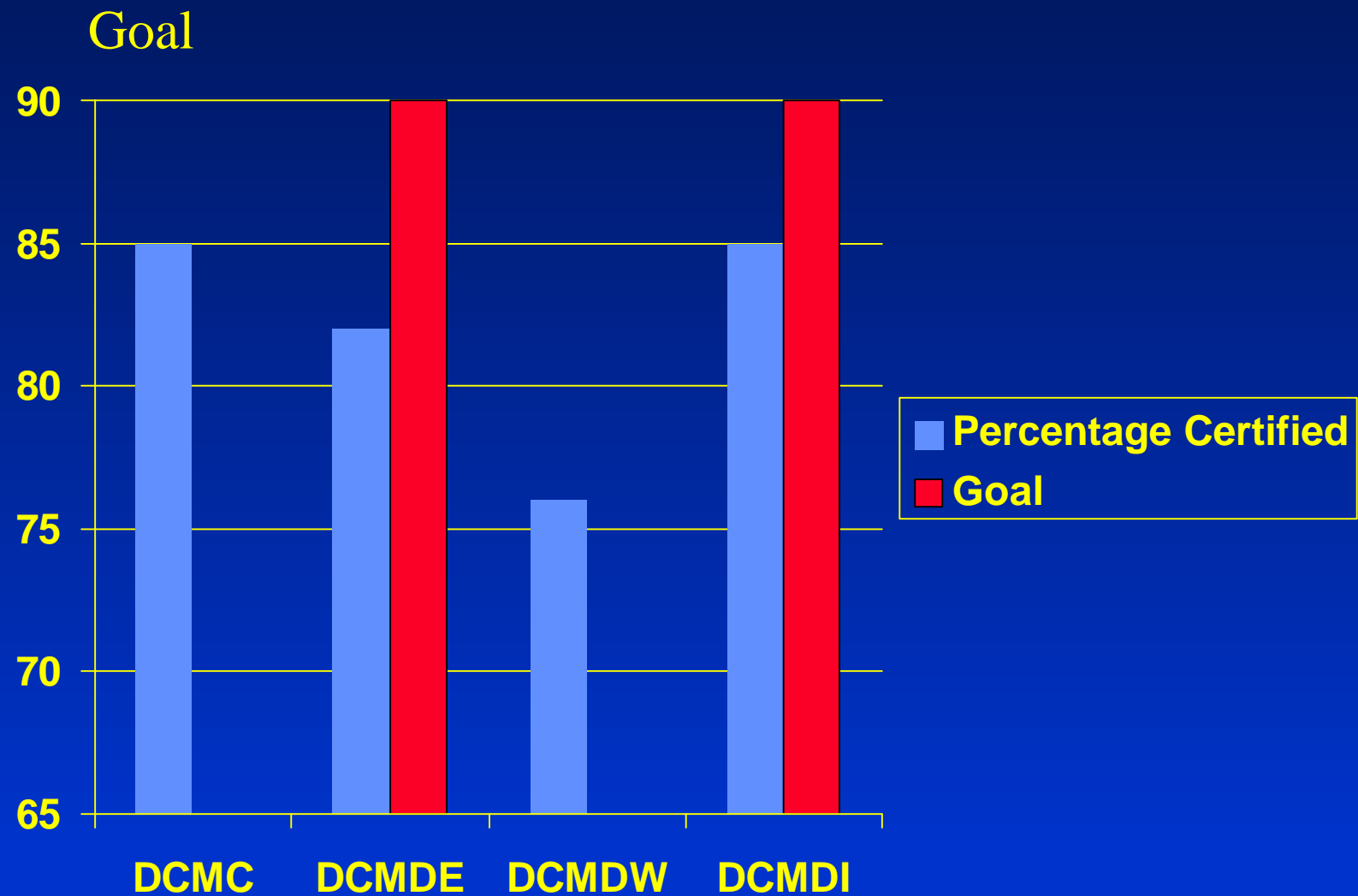
DAU Quotas Usage Percentage

Number of employees graduated / Number of spaces originally allocated

| <i>Process Drivers</i> | <i>Relative Impact on Top Level Metric</i> | <i>Relative Degree of Influence/Control</i> |
|---|--|---|
| Not Enough Quotas Received to Meet Need | 7 | 6 |
| Faulty Identification of Course Requirements on IDP | 5 | 6 |
| Employee Not Notified Well in Advance for Planning Purposes | 5 | 9 |
| Supervisor Could Not Release Employee Because of Work Load | 7 | 7 |
| Employee Declines Due to Personal Reasons | 6 | 7 |
| Employee Declines Due to Training Location | 4 | 8 |

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DAWIA Certification Percentage





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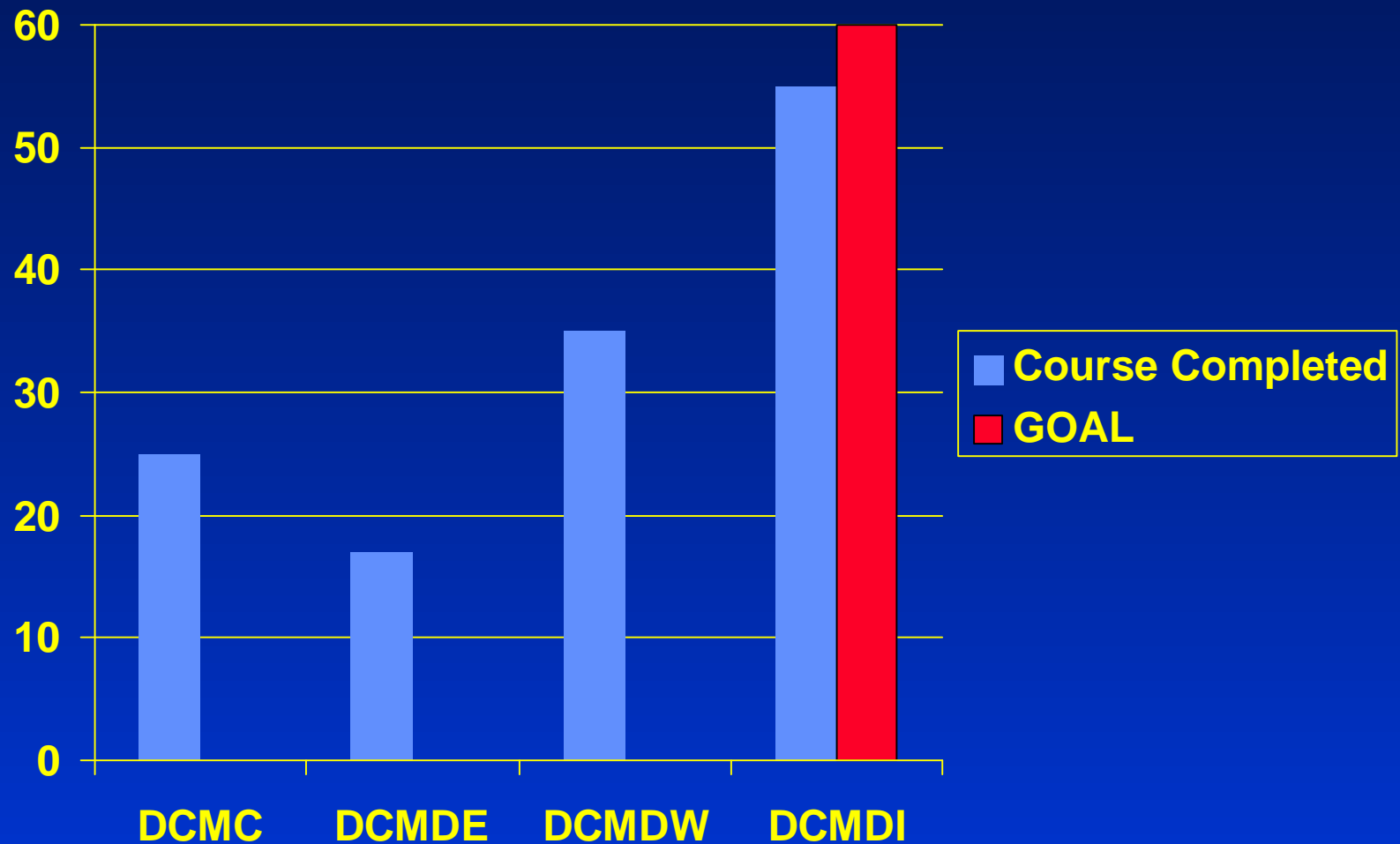
DAWIA Certification Percentage

Number of employees certified/Total # of employees requiring DAWIA certification

| <i>Process Drivers</i> | <i>Relative Impact on Top Level Metric</i> | <i>Relative Degree of Influence/Control</i> |
|---|--|---|
| Availability of Classes | 10 | 5 |
| Lack of Required Education | 8 | 3 |
| Lack of Required Experience | 8 | 3 |
| IDP Shows Incorrect Priority Rating | 3 | 10 |
| Employee/supervisor Do Not Understand Requirements for Certification | 6 | 6 |

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IDP Courses Completed Percentage





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IDP Courses Completed Percentage

Total # of courses Completed / Total # of courses listed in the IDP

| <i>Process Drivers</i> | <i>Relative Impact on Top Level Metric</i> | <i>Relative Degree of Influence/Control</i> |
|---|--|---|
| Knowledge of Required Courses When Developing IDP | 9 | 10 |
| Availability/cancellation of Projected Requirements | 5 | 3 |
| Supervisor Could Not Release Employee for Training Due to Workload | 4 | 6 |
| Employee Declines Due to Personal Reasons | 5 | 9 |
| Employee Declines Due to Training Location | 5 | 6 |
| Funding Constraints | 9 | 5 |

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Tasks

- C** = Complete
-  = Interim Event
-  = Slippage

